

# HOUSE BILL 353

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2lr0539  
CF 2lr1241

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By: **Delegates Holmes and Glenn**

Introduced and read first time: January 30, 2012

Assigned to: Judiciary

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## A BILL ENTITLED

1 AN ACT concerning

2 **Jury Service – Employers – Prohibited Acts**

3 FOR the purpose of prohibiting an employer from requiring an individual to work  
4 during a certain time period on a day in which the individual is expected to  
5 perform jury service or acts related to jury service, subject to a certain  
6 exception; prohibiting an employer from depriving an individual of employment  
7 or coercing, intimidating, or threatening to discharge an individual for  
8 exercising a certain right to refrain from work for performing jury service or  
9 acts relating to jury service; and generally relating to jury service.

10 BY repealing and reenacting, with amendments,  
11 Article – Courts and Judicial Proceedings  
12 Section 8–501  
13 Annotated Code of Maryland  
14 (2006 Replacement Volume and 2011 Supplement)

15 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF  
16 MARYLAND, That the Laws of Maryland read as follows:

17 **Article – Courts and Judicial Proceedings**

18 8–501.

19 (a) An employer may not deprive an individual of employment or coerce,  
20 intimidate, or threaten to discharge an individual because the individual [loses]:

21 **(1) LOSES** employment time in responding to a summons under this  
22 title or attending, or being in proximity to, a circuit court for jury service under this  
23 title; **OR**

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1           **(2) EXERCISES A RIGHT TO REFRAIN FROM WORK UNDER**  
2 **SUBSECTION (B) OF THIS SECTION.**

3           **(B) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS**  
4 **SUBSECTION, AN EMPLOYER MAY NOT REQUIRE AN INDIVIDUAL TO WORK**  
5 **BETWEEN 12:00 A.M. AND 11:59 P.M. ON A DAY IN WHICH THE INDIVIDUAL IS**  
6 **EXPECTED TO RESPOND TO A SUMMONS UNDER THIS TITLE OR ATTEND, OR BE**  
7 **IN PROXIMITY TO, A CIRCUIT COURT FOR JURY SERVICE UNDER THIS TITLE.**

8           **(2) IF AN INDIVIDUAL SPENDS 3 HOURS OR LESS OF A DAY**  
9 **RESPONDING TO A SUMMONS UNDER THIS TITLE OR ATTENDING, OR BEING IN**  
10 **PROXIMITY TO, A CIRCUIT COURT FOR JURY SERVICE UNDER THIS TITLE, AN**  
11 **EMPLOYER MAY REQUIRE THE INDIVIDUAL TO WORK DURING THE REMAINDER**  
12 **OF THAT DAY.**

13           **[(b)] (C)** A person who violates any provision of this section is subject to a  
14 fine not exceeding \$1,000.

15           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
16 October 1, 2012.